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Dear future farmer,

We're excited that you are interested in joining the Metanoia Farmers Worker Cooperative! Take a look through the first two pages, which will give you a sense of who we are and what we're expecting this season to be like, before you tackle the questions on the third page.

Important things to know about us:

We are a worker cooperative. When you apply to work at the CMU Farm, you are applying to be a member of the Metanoia Farmers Worker Cooperative, and co-own this business with us. You will have an equal say in the decision making of the farm, which we do through a consensus-based decision-making model. You are committing to look out for the well-being of the entire cooperative and to care about this position as more than just a job.

Working with a cooperative is hard. We often have conflict and we don't always see eye to eye about how things should operate at the farm. We work with each other a lot and deal with each other on both our bad days and good days. We also have a lot of fun and make an effort to sit down and eat together regularly, even throughout the season.

We operate a Community Shared Agriculture program (CSA) to provide families with weekly boxes of vegetables throughout the growing season. We are aiming to produce vegetables for 45 full-share equivalents and this means that we are estimating that each cooperative member would make between \$5,000 - \$6,000, depending on the number of weeks you work and total sales we make.

There is some flexibility in the work schedules and some of us have other time commitments this summer that will take people away for few weeks (although hopefully not all at the same time!) We are willing to accommodate some weeks away for you as well, within reason.

Two years ago, we grew a significant portion of our vegetables in the village of Neubergthal. While that was exciting and rewarding in some ways, it was also difficult for us as a cooperative and we also faced some serious weather issues that made it difficult to farm out there. Last year we grew squash and some of our onion crop in the village, which felt more manageable. We are planning to grow a few things in the village again this year.

Our season:

We spend the winter months planning for the upcoming season and will be having an evening meeting every second week from now and into the beginning of the growing season. Often these meetings result in something to think about or work on before the next meeting, "homework" in a sense. These winter planning months are quite a bit of unpaid work and a significant time commitment so that we can be ready for the upcoming season. That being said, meetings are also a time that we enjoy spending together and we usually gather around a potluck meal.

We usually start prepping the soil and planting as soon as we can get out on the land, around the end of April/beginning of May and continue to work full time until September or October.

Our CSA share harvests start in the middle of June and run into September (usually 13-15 weeks of harvest). Harvest days are usually long work days, sometimes starting as early as 6:30 a.m. and ending around 6pm. We are tentatively planning to do deliveries again this year to one other location in the city, which means that we would take turns doing an evening shift, ending around 9pm.

The fall tends to slow down somewhat, with fewer days at the farm during the week as people are pulled away by other commitments such as school. However, it is still important that we put some time into closing the season well and cleaning up the farm. This has happened to varying degrees in the past. We also close the season with a debrief meeting, usually in October or November.

Please send your completed application to metanoiafarmers@gmail.com before Jan. 31st so that we can move forward on decisions for the coming season. Please be aware that the cooperative is only accepting one new worker-member this year. We will send you an email confirmation upon receiving your application. If you have any questions we can help you with sooner, let us know!

Thanks!

Anika, Marta, Emily, and Megan
The Metanoia Farmers

Cooperative Membership Application Questions (“The Tough Stuff”)

Personal Information

Name:

Contact information

Email:

Phone:

1. What is your time commitment for the farm season? What are your current commitments? What things will/might take you away from the farm this summer? What are your fall plans?
2. Are you willing to commit time on weekends/evenings/holidays to be at the farm?
3. What experience do you have with farming or gardening?
4. How do you deal with conflict?
5. What is your teamwork style (initiative taker? follower? hater? lover? fighter? leader? sledgehammer? etc.). Explain.
6. What would you bring to the cooperative?
7. What are your thoughts about the possibility of committing to more than one season with the Metanoia Farmers?
8. What aspects of the farm do you get the most excited about or feel called to? (mark as many as apply)
 - Education and volunteers management
 - Growing vegetables
 - Small business and entrepreneurship
 - Seed saving
 - Livestock raising
 - Cooperative relationships
 - Farmer-eater relationships
 - Other:
9. What have you studied or been involved in and how do you feel that connects to the work of the CMU Farm?

10. Are you involved in a church community? If so, which one(s)?

11. How did you hear about us?

12. What questions do you have for us?